

University Benefits Eligibility Grid

Last Updated August 2016

Participant Group	Health Credit	Dental, Vision & Health	Life/AD&D	FSA Dep. Care	FSA Medical Care	Vol-untary Ben.	EOP	Vol. Retirement	Mand. Retirement	Well-ness	Worker's Comp.	LTD	HR Policy	Administrative Regulations
I. Active Employees														
Regular full-time and WEPP	x	x	x	x	x	x	x	x	x	x	x	x	93.1	AR3:1
Reg. .75 & above FTE.	x	x	x	x	x	x	x	x	x	x	x	x	93.1	
Post-doc Scholar	x	x	x	x	x	x	x [#]	x		x	x	x	93.1	AR5:1
Post-doc Fellow	x	x	x	x		x	x [#]	x		x	x		93.1	AR5:1
Housestaff	x	x	x	x	x	x	x [#]	x		x	x	x	93.1	AR5:4
Visiting Scholar		x						x			x		93.1	AR5:1
Regular part-time (.50 - .74)		x*		x	x			x		x	x		93.1	
Regular part-time (.40 - .49)		x*		x				x		x	x		93.1	
Temporary full-time	x	x		x				x			x		93.1	
Temporary or Regular part-time <.20											x		93.1	
Temporary part-time >.20		x*		x				x			x		93.1	
Temp/Reg.PT, On Call (avg 30 hrs/week in 12 mo)	x	x											93.1	
On call											x		93.1	
Premium On call		x		x		x		x		x	x		93.1	
UK physicians w VA 8/8 assignment	x	x	x	x	x	x	x	x	x	x	x	x	93.1	
ARMS/ESH (CKMS)	x	x	x	x	x	x	x	x	x	x	x	x		
II. UK Retirees														
Retiree (w/15 yrs. continual service)	x	x	x ^{##}							x			94.1.1,94.1.4	
Retiree (w/5 yrs. continual service)		x								x			93.1.6,93.1	
Phased Retirement	x	x	x	x	x	x	x	x	x	x	x	x		AR3:2
Retiree Spouse Survivor	1/2	x								x				
III. Non-UK Employees														
Civil Service Employees (CSRS)		V&D	x	x	x	x	x	x	x+++	x	x			
House Directors		x												
VA employees						x								
IV. UK Reg. FT Employees on Leave														
Sabbatical- 1/2 or full pay	x	x	x	x	x	x	x	x	x	x	x	x		GRx-11
FMLA	x	x	x	x	x	x	x	x	x	x	x	x	94.1.3,88.3.8	
Temporary Disability Leave w/pay *	x	x	x	x	x	x	x	x	x	x	x	x	94.1.3,88.3.8	
Temporary Disability Leave w/out pay *	x	x	x	x	x	x	x			x	x	x	94.1.3	
Worker's Compensation	x	x	x	x%	x%	x	x			x	x	x	94.1.5	
Flex Leave	x	x	x	x	x%	x	x			x	x	x	94.1.6,86.1.2.3	
LTD	x	x	x	x%	x%	x	x	x	x	x	x	x	94.1.1,93.1	GRx-13
Scholarly/Entrepreneurial Leave	x	x	x	x	x	x	x	x	x%	x	x	x		
Educational Leave	x	x	x	x	x	x	x	x	x%	x	x	x		
Other Leave with pay	x	x	x	x	x	x	x	x	x%	x	x	x		
Other Leave without pay		x					x				x	x	94.1.3	
Military Leave with pay	x	x	x(life only)	x	x	x	x	x	x	x	x	x	75	
Military Leave without pay		x	x(life only)		x	x	x	x+	x+	x	x	x###	75.1.3	

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Participant Group	Health	Dental,	Life/	FSA	FSA	Vol-	EEP	Vol.	Mand.	Well-	Worker's	LTD	HR	Administrative
Special Leave	x	x	x	x	x	x	x	x	x	x	x	x		
Temporary Leave is up to 90 days for staff and 6 months for faculty.														
* Must have sufficient payroll earnings to cover premiums to be eligible to purchase health, vision and dental insurance. Unless ACA eligible.														
#Eligibility for Post Doc Scholar's, Fellows & Housestaff participation in the EEP program is not specified in the policy although participation is allowed.														
## Retirees with 15 years of service who were hired before 8/1/65 and who were covered by the old Prudential life insurance plan are eligible for \$5000 basic life insurance.														
### LTD eligible pursuant to military leave policy														
+ Retirement contributions that would have been made while on military LWOP may be made up upon return.														
++Based on Civil Service. Not mandatory but becomes mandatory once elected.														
%Dependent care deductions must be made from earnings (not WC benefit)														
%%Basic retirement calculated on UK payroll only.														
Nurse qualifiers: "Premium" on call status														
JOB GROUP "S" classifies student employees. Students are not entitled to benefits.														
Any & all STEPs, PT, on call & prem on call positions may be eligible for the ACA health credit.														